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WAGE DETERMINATION NO: 94-2391 REV (13) AREA: NC,CHARLOTTE

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REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR

FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL

WASHINGTON D.C. 20210

Wage Determination No.: 1994-2391

William W.Gross Division of | Revision No.: 13

Director Wage Determinations | Date Of Last Revision: 09/18/2000

States: **North Carolina**, South **Carolina**

Area: **North Carolina** Counties of Alexander, Anson, Cabarrus, Catawba, Cleveland, Gast

Iredell, Lincoln, **Mecklenburg**, Rowan, Stanly, Union, Wilkes

South **Carolina** Counties of Chesterfield, Lancaster, York

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	8.26
Accounting Clerk II	9.63
Accounting Clerk III	11.55
Accounting Clerk IV	13.13
Court Reporter	12.53

Dispatcher, Motor Vehicle	12.45
Document Preparation Clerk	9.98
Duplicating Machine Operator	9.98
Film/Tape Librarian	9.95
General Clerk I	7.63
General Clerk II	8.57
General Clerk III	10.07
General Clerk IV	11.02
Housing Referral Assistant	13.67
Key Entry Operator I	8.38
Key Entry Operator II	10.06
Messenger (Courier)	7.63
Order Clerk I	8.55
Order Clerk II	10.43
Personnel Assistant (Employment) I	8.36
Personnel Assistant (Employment) II	9.35
Personnel Assistant (Employment) III	10.45
Personnel Assistant (Employment) IV	11.74
Production Control Clerk	13.67
Rental Clerk	9.95
Scheduler, Maintenance	9.95
Secretary I	9.95
Secretary II	12.76
Secretary III	13.67
Secretary IV	15.87
Secretary V	17.42
Service Order Dispatcher	9.95
Stenographer I	10.35

Stenographer II	10.90
Supply Technician	14.92
Survey Worker (Interviewer)	12.53
Switchboard Operator-Receptionist	9.08
Test Examiner	12.53
Test Proctor	12.53
Travel Clerk I	7.57
Travel Clerk II	8.06
Travel Clerk III	8.60
Word Processor I	10.63
Word Processor II	12.53
Word Processor III	13.34
Automatic Data Processing Occupations	
Computer Data Librarian	10.30
Computer Operator I	10.59
Computer Operator II	12.02
Computer Operator III	14.62
Computer Operator IV	15.57
Computer Operator V	17.23
Computer Programmer I (1)	13.06
Computer Programmer II (1)	15.22
Computer Programmer III (1)	19.27
Computer Programmer IV (1)	22.25
Computer Systems Analyst I (1)	18.64
Computer Systems Analyst II (1)	22.31
Computer Systems Analyst III (1)	25.30
Peripheral Equipment Operator	10.30
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	14.72

Automotive Glass Installer	13.30
Automotive Worker	13.30
Electrician, Automotive	14.32
Mobile Equipment Servicer	11.87
Motor Equipment Metal Mechanic	14.72
Motor Equipment Metal Worker	13.30
Motor Vehicle Mechanic	15.11
Motor Vehicle Mechanic Helper	11.19
Motor Vehicle Upholstery Worker	12.97
Motor Vehicle Wrecker	13.30
Painter, Automotive	13.98
Radiator Repair Specialist	13.30
Tire Repairer	11.47
Transmission Repair Specialist	14.72
Food Preparation and Service Occupations	
Baker	9.67
Cook I	8.62
Cook II	9.67
Dishwasher	6.49
Food Service Worker	6.49
Meat Cutter	9.67
Waiter/Waitress	7.10
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	13.98
Furniture Handler	10.92
Furniture Refinisher	13.98
Furniture Refinisher Helper	11.19
Furniture Repairer, Minor	12.51

Upholsterer	13.98
General Services and Support Occupations	
Cleaner, Vehicles	6.49
Elevator Operator	6.49
Gardener	8.62
House Keeping Aid I	6.12
House Keeping Aid II	6.61
Janitor	6.49
Laborer, Grounds Maintenance	7.10
Maid or Houseman	5.91
Pest Controller	9.15
Refuse Collector	6.49
Tractor Operator	8.21
Window Cleaner	7.10
Health Occupations	
Dental Assistant	10.93
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	10.93
Licensed Practical Nurse I	8.71
Licensed Practical Nurse II	9.77
Licensed Practical Nurse III	10.93
Medical Assistant	9.77
Medical Laboratory Technician	9.77
Medical Record Clerk	9.77
Medical Record Technician	13.54
Nursing Assistant I	7.10
Nursing Assistant II	7.98
Nursing Assistant III	8.71
Nursing Assistant IV	9.77
Pharmacy Technician	12.19

Phlebotomist	9.77
Registered Nurse I	13.54
Registered Nurse II	16.57
Registered Nurse II, Specialist	16.57
Registered Nurse III	20.05
Registered Nurse III, Anesthetist	20.05
Registered Nurse IV	24.02
Information and Arts Occupations	
Audiovisual Librarian	15.87
Exhibits Specialist I	13.38
Exhibits Specialist II	16.57
Exhibits Specialist III	19.03
Illustrator I	13.38
Illustrator II	16.57
Illustrator III	19.03
Librarian	17.42
Library Technician	12.76
Photographer I	11.91
Photographer II	13.38
Photographer III	16.57
Photographer IV	19.03
Photographer V	22.36
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	6.00
Counter Attendant	6.00
Dry Cleaner	7.38
Finisher, Flatwork, Machine	6.00
Presser, Hand	6.00

Presser, Machine, Drycleaning	6.00
Presser, Machine, Shirts	6.00
Presser, Machine, Wearing Apparel, Laundry	6.00
Sewing Machine Operator	7.81
Tailor	8.26
Washer, Machine	6.41
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	13.98
Tool and Die Maker	16.92
Material Handling and Packing Occupations	
Forklift Operator	10.87
Fuel Distribution System Operator	12.97
Material Coordinator	12.26
Material Expediter	12.26
Material Handling Laborer	8.53
Order Filler	9.78
Production Line Worker (Food Processing)	9.81
Shipping Packer	9.57
Shipping/Receiving Clerk	9.57
Stock Clerk (Shelf Stocker; Store Worker II)	10.55
Store Worker I	7.81
Tools and Parts Attendant	10.92
Warehouse Specialist	9.81
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	14.72
Aircraft Mechanic Helper	11.19
Aircraft Quality Control Inspector	15.45
Aircraft Servicer	12.51
Aircraft Worker	13.25

Appliance Mechanic	13.98
Bicycle Repairer	11.38
Cable Splicer	14.72
Carpenter, Maintenance	13.98
Carpet Layer	13.25
Electrician, Maintenance	14.32
Electronics Technician, Maintenance I	12.83
Electronics Technician, Maintenance II	15.70
Electronics Technician, Maintenance III	19.83
Fabric Worker	12.51
Fire Alarm System Mechanic	14.72
Fire Extinguisher Repairer	11.78
Fuel Distribution System Mechanic	14.72
General Maintenance Worker	13.25
Heating, Refrigeration and Air Conditioning Mechanic	14.72
Heavy Equipment Mechanic	14.72
Heavy Equipment Operator	14.72
Instrument Mechanic	14.72
Laborer	8.82
Locksmith	13.98
Machinery Maintenance Mechanic	14.32
Machinist, Maintenance	14.80
Maintenance Trades Helper	11.19
Millwright	14.72
Office Appliance Repairer	13.98
Painter, Aircraft	13.98
Painter, Maintenance	13.98
Pipefitter, Maintenance	15.83

Plumber, Maintenance	13.98
Pneudraulic Systems Mechanic	14.72
Rigger	14.72
Scale Mechanic	13.25
Sheet-Metal Worker, Maintenance	14.72
Small Engine Mechanic	13.25
Telecommunication Mechanic I	14.72
Telecommunication Mechanic II	15.45
Telephone Lineman	14.72
Welder, Combination, Maintenance	14.72
Well Driller	14.72
Woodcraft Worker	14.72
Woodworker	12.97
Miscellaneous Occupations	
Animal Caretaker	7.62
Carnival Equipment Operator	8.24
Carnival Equipment Repairer	8.76
Carnival Worker	6.49
Cashier	6.68
Desk Clerk	8.19
Embalmer	16.57
Lifeguard	7.30
Mortician	16.57
Park Attendant (Aide)	9.15
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	7.30
Recreation Specialist	11.34
Recycling Worker	8.14
Sales Clerk	7.30
School Crossing Guard (Crosswalk Attendant)	6.49

Sport Official	7.30
Survey Party Chief (Chief of Party)	9.92
Surveying Aide	6.68
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	9.15
Swimming Pool Operator	9.67
Vending Machine Attendant	8.14
Vending Machine Repairer	9.67
Vending Machine Repairer Helper	8.14
Personal Needs Occupations	
Child Care Attendant	8.19
Child Care Center Clerk	10.21
Chore Aid	5.91
Homemaker	11.34
Plant and System Operation Occupations	
Boiler Tender	14.72
Sewage Plant Operator	13.98
Stationary Engineer	14.72
Ventilation Equipment Tender	11.19
Water Treatment Plant Operator	13.98
Protective Service Occupations	
Alarm Monitor	12.03
Corrections Officer	12.12
Court Security Officer	12.12
Detention Officer	12.12
Firefighter	11.77
Guard I	6.57
Guard II	12.03
Police Officer	14.42

Stevedoring/Longshoremen Occupations

Blocker and Bracer	11.67
Hatch Tender	11.67
Line Handler	11.67
Stevedore I	11.08
Stevedore II	12.36

Technical Occupations

Air Traffic Control Specialist, Center (2)	26.07
Air Traffic Control Specialist, Station (2)	17.98
Air Traffic Control Specialist, Terminal (2)	19.79
Archeological Technician I	11.93
Archeological Technician II	13.42
Archeological Technician III	16.57
Cartographic Technician	16.57
Civil Engineering Technician	16.57
Computer Based Training (CBT) Specialist/ Instructor	18.64
Drafter I	10.28
Drafter II	11.91
Drafter III	15.89
Drafter IV	16.62
Engineering Technician I	10.74
Engineering Technician II	12.07
Engineering Technician III	13.50
Engineering Technician IV	16.72
Engineering Technician V	20.44
Engineering Technician VI	24.74
Environmental Technician	15.57
Flight Simulator/Instructor (Pilot)	22.31
Graphic Artist	18.64

Instructor	17.22
Laboratory Technician	14.43
Mathematical Technician	16.57
Paralegal/Legal Assistant I	12.80
Paralegal/Legal Assistant II	15.87
Paralegal/Legal Assistant III	19.35
Paralegal/Legal Assistant IV	23.48
Photooptics Technician	16.57
Technical Writer	19.86
Unexploded (UXO) Safety Escort	16.57
Unexploded (UXO) Sweep Personnel	16.57
Unexploded Ordnance (UXO) Technician I	16.57
Unexploded Ordnance (UXO) Technician II	20.05
Unexploded Ordnance (UXO) Technician III	24.02
Weather Observer, Combined Upper Air and Surface Programs (3)	14.62
Weather Observer, Senior (3)	15.57
Weather Observer, Upper Air (3)	14.62
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	9.96
Parking and Lot Attendant	6.53
Shuttle Bus Driver	8.78
Taxi Driver	8.14
Truckdriver, Heavy Truck	13.35
Truckdriver, Light Truck	8.78
Truckdriver, Medium Truck	9.96
Truckdriver, Tractor-Trailer	13.35

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$1.92 an hour or \$76.80 a week or \$332.80 a month.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at a rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a rotation of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employee (40 hours per week) and Sunday is part of your regularly scheduled workweek, you are paid at your regular basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal rotation of duty considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard including working with or in close proximity to explosives and incendiary materials involved in research, testing,

manufacturing, inspection, renovation, maintenance, and disposal. Such as: Screening blending, dying, mixing, and pressing of sensitive explosives pyrotechnic composition as lead azide, black powder and photoflash power. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, a maintenance operations on sensitive explosives and incendiary materials. All operations involving regarding and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard. Including working with or in close proximity to explosives and incendiary materials which involves potential injury such as laceration of hands, face, arms of the employee engaged in the operation and, possibly adjacent employees, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area equipment being used.

All operations involving, unloading, storage, and hauling of explosive and incendiary ordnance material other than small arms ammunition. (Distribution of raw nitroglycerin covered under high degree hazard.)

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either the terms of the Government contract, by the employer, by the state or local law, etc) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost

reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week \$.67 cents per day). However, in those instances where the uniforms furnished are ma "wash and wear" materials, may be routinely washed and dried with other personal garm and do not require any special treatment such as dry cleaning, daily washing, or comm laundering in order to meet the cleanliness or appearance standards set by the terms Government contract, by the contractor, by law, or by the nature of the work, there i requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by t Third Supplement, dated March 1997, unless otherwise indicated. This publication may obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contrac officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), b classified by the contractor so as to provide a reasonable relationship (i.e., approp level of skill comparison) between such unlisted classifications and the classificati listed in the wage determination. Such conformed classes of employees shall be paid monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract wor such unlisted class(es) of employees. The conformed classification, wage rate, and/o fringe benefits shall be retroactive to the commencement date of the contract. {See S

4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order of priority the classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of action, together with the agency's recommendations and pertinent information including position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(1) Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title, but the required tasks that determine whether a class is included.

in an established wage determination. Conformances may not be used to artificially s
combine, or subdivide classifications listed in the wage determination.

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